



# ECONOMIC & FINANCIAL COMMITTEE

Topic: Combating Gender Income Inequality



## From the Secretary General

Dear Delegates,

On behalf of the Secretariat, it is my honor to welcome you all to the 8th edition of PeruMUN, the largest and oldest high school MUN conference in our country.

In PeruMUN we believe in creating the citizens our country needs. Citizens who don't only ask for change, but lead the way to change through innovation, creativity and diplomacy. We are committed to make this PeruMUN truly memorable. Expect high quality academic content, a competitive climate and distinguished experts from international organisations, who will provide insights on the topics addressed in each committee. At PeruMUN, delegates will have the opportunity to share ideas, contribute solutions and promote change, all of this in a supportive learning environment provided by our wonderful team of Directors, Assistant Directors and Moderators.

Our mission as Secretariat is to provide an international level experience and give you the tools to achieve academic and personal growth. We strive to do our best to close the ever expanding education gap through an equal opportunity environment, where delegates from different backgrounds can share their own experiences and enrich each other with their own cultural heritage.

As Secretary General, I hope PeruMUN will raise awareness on the different subjects that plague our country today, such as: corruption, gender inequality, domestic abuse and xenophobia. Furthermore, I hope that this newfound awareness can translate into change through concrete actions. As Malala Yousafzai and Greta Thunberg have taught us, it is never too early to advocate for better policies and demand a response from our political representatives.

If I can assist you with further questions or comments, do not hesitate to contact me.

We are excited to meet you and see you soon!

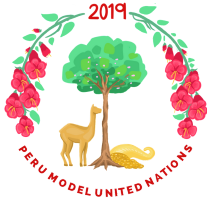
Sincerely,

Alessandra Pinto  
Secretary-General

Peru Model United Nations 2019

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# United Nations Economic & Financial Committee

## Topic Area: Combating Gender Income Inequality

Dear Delegates,

It is my utmost pleasure to welcome you to this year's edition of Peru Model United Nations! My name is David Ordinola and I am a freshman at Universidad del Pacifico. I am very excited to be directing a committee that I find extremely relevant and groundbreaking, and I hope you feel the same way about this Economic and Financial Affairs Council (ECOFIN).

At college, I study Business Engineering and I will be part of a dual degree program with the London School of Economics focusing on Management and Digital Innovation starting in 2020. Furthermore, my interest for economics began recently when I had the opportunity to immerse myself in such an incredible social science at college. Regarding my involvement in MUN, I am currently preparing for one of the world's most competitive Model UN conferences, Harvard National Model United Nations (HNMUN) alongside my team, Peruvian Universities. Conference wise, I have debated in several high school MUNs within the national circuit (including PeruMUN!) and I have recently started debating in college conferences, being UPMUN the first university conference I ever attended, and in which I was recognised with the Best Delegate award in the UNDP committee. About my participation in international conferences, I was part of HMUN 2018 in Boston and HNMUNLA 2019 here in Lima, where I won the Best Delegate award at the DISEC committee. Besides MUN I pretty much enjoy re-watching every episode of Rick & Morty and spam my friends in my sassy (f)insta account.

In this session of PeruMUN you will have me as your director; however, I'm working alongside the incredible Alexia Gamboa, who [fun fact] gave me my first best delegate award in 2018. Also, another great Peruvian Universities delegate will be part of your chair, Bianca Portocarrero, who is in her way to represent Peru in Tokyo at Harvard World Model United Nations (WMUN) 2020. We have come up with a very interesting study guide that we hope you enjoy and find useful for your further research for committee.

The topic you will be debating about has a lot of importance nowadays, not only in a social aspect but also in its implications on economic systems worldwide. Women represent 49.5% of the world's population and such a representative part of our society has to have the same rights as the rest. Worker's rights imply plenty of standards that have to be respected internationally; this added up with globalisation and cultural clashes gives us a harder task when approaching a solution to the issue. That is your duty as delegates, to bring proposals related to your policies but also respecting every country's sovereignty while pursuing gender equality.

PeruMUN (formerly known as LiMUN) was my first conference ever and made me love MUN, and I hope it does the same with you. Giving you some insight on the committee: I am a director who appreciates empowerment and 'sass' in delegates so do not be afraid to show your personality as long as you remain diplomatic. MUN is a great experience for you to find your strengths, but also your weaknesses and I hope you can find this common point in PeruMUN. If you have any doubts about the committee do not hesitate on sending me an e-mail, I will be more than happy to answer your questions and hope to see you all in November!

Best Regards,

*David Ordinola*

David Ordinola

Director, ECOFIN

Peru Model United Nations 2019

## INTRODUCTION

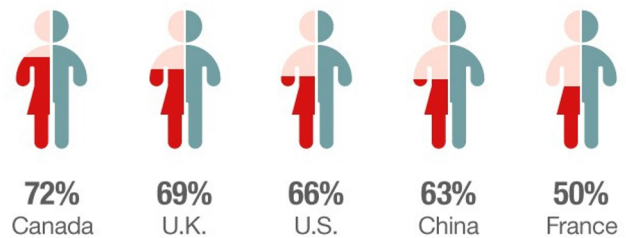
The World Health Organisation (WHO) defines gender as socially constructed characteristics of women and men – such as norms, roles and relationships of and between groups of women and men[1]. These archetypes on how we should behave and act create expectations that cage us in our ‘required’ contribution to society and have an impact on the labor market and income levels. When it comes to women and the labor market, there has definitely been a huge improvement. At first, women were prohibited of working elsewhere than their households despite having the same capacities as men. Nowadays, women are allowed to work in most countries, and some of them even have positions that decades ago would have been impossible for them to achieve due to their gender. However, this does not mean that their opportunities and treatment when working are the same as the ones men receive.

The World Bank recently released their Handbook on Poverty and Inequality [2] which states that there are fundamental forces defining inequality, being the distribution of assets and the personal characteristics of the population including gender, the most disruptive. Furthermore, according to the Organisation for Economic Cooperation and Development (OECD) the existing gender income gaps have reduced ever since 2009 [3]. However, there are still countries with large differences such as South Korea, in the case of higher-income nations, having men earning 37 percent more than women. Moreover, the OECD has found that the country with the smallest gap is Luxembourg having a 3.4 percent gap between income differences [4]. This information stands out for the mere reason that even in the countries with higher income, there is gender inequality. In this line, every percentage of gender income gaps represents cases of overcapacity, stereotypes and discrimination; which is why it is important to understand that every economic implication has to do directly with human behaviour and therefore, we cannot approach them separately.

The Economic and Financial Affairs Council has to focus on combating gender income inequality without disesteeming the impact of externalities such as prejudice, gender roles and pre-functional labor systems. Bearing in mind that plenty of transnational companies already work on a traditional recruitment of workers and retributions are standardised, how can reducing the gap not be considered as imposing women to be in top job positions? Why should

organisations leave a previous human resources model that minimises costs for enterprises to recruit more labor force? Taking into account that plenty of

### THE GENDER PAY GAP



countries present in the committee carry a long cultural background on women and job opportunities, there has to be a balance between respecting culturally diverse perspectives and workers' rights. Being this the duty of the committee, in this study guide you will find a comparison between previous and ongoing contexts regarding gender inequality for workers (both women and men). Finally, you will be able to analyze the current disputes between nations that cannot generate consensus because of a wide range of policies involving clashing cultural perspectives that the committee will have to balance in order to reach efficient solutions.

## HISTORY OF THE COMMITTEE

The Economic and Financial Committee (ECOFIN), also known as the second of the six committees of the General Assembly, was established in 1945 -year in which the United Nations came into existence. It is composed by all 193 member states of the United Nations, each one with equal representation and voting rights. Its mandate comprises the analysis of economic growth and development issues including financing for development, sustainable development and information, and communication technologies for development. Since its creation, ECOFIN has helped many countries with financial assistance through its foreign aid programs, especially regarding development goals such as reducing poverty and lowering economic strains [5].

ECOFIN's commitment to enable equal participation of women in the economy and decision-making processes aligns with General Assembly resolution 72/234 "Women in Development", which highlights the necessity of promoting gender equality to enhance economic growth and productivity [6]. In light of this, the United Nations, in the Sustainable Development Goals of 2030 Agenda for Sustainable Development, emphasised the need of "equal rights to economic



resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance." [7]

## HISTORY OF THE TOPIC

### 20th Century

When referring to the working class, women were not involved in it due to plenty of social factors such as underestimation and preconceived expectations. Women had no other choice rather than working for or with their families generating more gender segregation, kind of the same as a domino effect. Working towards a professional goal was not an option for a child being born a female; thus, having this limitation couldn't generate empowerment as there were no women in high job positions to look up to. Furthermore, any sort of contradiction to this social frame would be punished with exile from family members and the then considered worse shame, staying single [8]. In this sense, home-based work such as finishing garments and shoes for factories, laundry or cooking were the only 'labor markets' available for women [9].

However, not only their possible jobs stood on the same note, but these workers were not even paid even if their labor time exceeded 12 hours per day. This led to an actual misinterpretation of women capabilities in almost every sense but in certain countries, their political perspectives considered women necessary for productive industries as they were labor force not being 'used'. For example, during the Second World War, the Soviet Union (USSR) would have their five-year plans for industrialisation in which women would be forced to produce weaponry without any kind of sanitary supervision. This kind of job opportunities generated more jeopardising effects rather than benefits because of the malleability of chemical products being used, women ended up being sterile and/or developed illnesses such as cancer or lupus [10]. It is important to highlight the fact that women were only considered to participate in such industries because men were the ones who had to fight in battles and being part of the military. This shows that even in communist parties, chauvinism and prejudice are variables for political and economic based decisions. Notwithstanding, the twentieth century was the actual period in which female representation in media and overall political perspectives encouraged young women to be entrepreneurs and speak their own voices.

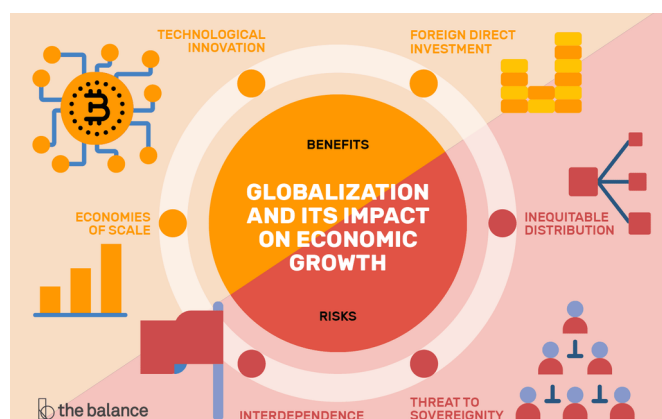
Economically speaking, the twentieth century was the epicenter of civil rights movements for gender equality which included the Women's Trades Union Council which gave the idea of the first TUC equal pay resolution [11]. This resolution stated the following: "employed merely because they were cheaper, all work gradually fell into their hands,(...) and that this resulted in lower (wages) to the general injury of men and women alike." [12]. Wages had a very wide gap in the beginnings of the 1900s, just in the United States of America wages for men were 53.5% greater [13]. Therefore, not only women were not considered to participate in huge companies or turned into entrepreneurs but also the wages they were offered were not even worth the long working hours.

### Impact of Globalisation

Globalisation is the interconnectedness of the world through markets, labor mobility and capital transfer. We will analyse the three main pillars of globalisation and how it relates to gender income inequality. At first, labor markets worldwide and their relationship with media and the explosion of the internet generated plenty of new job opportunities that at some point had to overcome the previously stated labor model established by the baby boomers. The need of having a digital and inclusive work environment was considered to be utopic and it may be, but that breaking point between a closed market for women to dabble in and a new inclusive one is what generates equality. The reason of this breaking point was mainly the need of workforce. However it would be wrong to say that this happens everywhere because in plenty of regions women are still considered less capable than men.

Thus, globalisation and equality have had a clear correlation, according to the United Nations Development Fund for Women's report in 1997, the process of widening inequality in certain countries from Africa and Southern Europe created economic collapse [14]. The deterioration of economic systems within pre-stated legislations had a direct relation with a limited labor market. The expansion of these markets started with the necessary implementation of Transnational Corporations, having previous cannibalist enterprises, chiefs and executives had the duty to instate new policies for labor recruitment. Adding this up to the then considered 'women's traits' it was considered that women had to have a chance to prove themselves if they wanted to stay in the businesses in question. Meanwhile, the upcoming demand of these transnational products exploited trade liberalisation policies which generated more substantial demand in

the labor market and created more opportunities for women.



Labor mobility can be analysed as the effect of these transnational companies gathering more employees to their new market approaches. Labor mobility refers to the ease with which labourers are able to move around within an economy and between different economies. It is an important factor in the study of economics because it looks at how labor, one of the major factors of production, affects growth and production [15]. Regarding the types of labor mobility we have the geographic and occupational. On the one hand, the geographic labor mobility refers to the ability of a worker to develop him or herself in a particular location, this may have to do with culture and economic requirements. Regarding women, we may encounter cases in which due to cultural clashes in certain countries they may face difficulties when working, thus generating a greater gap. It is important to say that this is not women's fault; instead, their willingness to overcome these new challenges is what reduces the gaps being created in these situations. On the other hand, the occupational labor mobility refers to the workers' ability to change the type of job they are into. Even if this has nothing to do with where women are working or what cultural changes they may be part of, we can encounter intolerance as a main drawback. For example, a woman changing areas in the same company may be overtasked on purpose as sort of an automatic compensation in response to underestimation. This has directly to do with human behaviour rather than the economic impact, but at the end, they are the members that must participate actively in the national economies.

Finally, capital transfer: according to the OECD capital transfers are unrequited transfers where either the party making the transfer realizes the funds involved by disposing of an asset (other than cash or inventories), by relinquishing a financial claim (other than accounts receivable) or the party receiving the transfer is obliged to [16]. Even if it sounds like it has little to do with

human behaviour, it had to do with economic activity from women. Regarding our most valuable interconnectedness worldwide we have a great opportunity to invest and create with capital transfer, and it relates to workers' rights. When approaching to a process of capital transfer in large scales there are previous requirements that most women do not fulfill, but not because of the capability but liquidity. The income in average that a woman receives does not validate the previously created criteria to concrete a proper capital transfer act, even if it sounds that unfair, this is used to happen in Africa and a great part of South East Asia according to the World Bank Report on Vulnerable Populations of 2014.

### 21st Century

Currently it is common to think the gender gap has reduced due to many factors such as the civil rights movement and overall inclusion instated by the mainstream media. However, a recent case study published by Forbes [17], shows the following data:

Jorge					
	Year 1	Year 2	Year 3	Year 4	Year 5
Salary	100,000	103,000	106,090	109,273	112,551
EOY Bonus	30,000	30,900	31,827	32,782	33,765
Total Pay	130,000	133,900	137,917	142,055	146,316
401K MV	6,500	6,690	6,896	7,103	7,316

(In USD)

Jorge works at Best Ice Cream Co. as well as Jasmine, the income and expenditure of each individual is shown in the charts shown above and below. It is clear that the gap just in the initial salary generates and represents inequality. This may happen in private companies but it is with international regulation that the delegations present in this committee can change the case.

Jasmine					
	Year 1	Year 2	Year 3	Year 4	Year 5
Salary	80,000	82,400	84,872	87,418	90,041
EOY Bonus	24,000	24,720	24,462	26,225	27,012
Total Pay	104,000	107,120	110,334	113,644	117,053
401K MV	5,200	5,356	5,517	5,682	5,853

Match Contribution Gap					
	Year 1	Year 2	Year 3	Year 4	Year 5
MV Gap	1,300	1,339	1,379	1,421	1,463

5 Year Total Gap

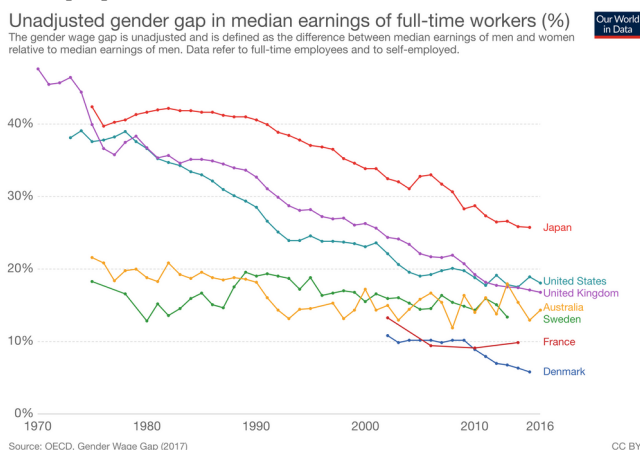
6,902

Now, the comparison between both Jorge and Jasmin shows the lack of equality when talking about individuals in the workspace. Even if we refer to them as 'equals' in liabilities, their retribution for the efforts in their developments within the companies is not evidenced by the numbers. There is a total gap of almost 7,000 dollars. Therefore, it is with great necessity that this gap has to be undertaken, either with local policies or economic intervention from governments into the private sector, depending on the policy of the country in question. Either way, cases like this happen every day in the 21st century and it's the committee's duty to eradicate this kind of situations.

## CURRENT SITUATION

From the moment the world started measuring the gender pay gap, the difference between the earnings of men and women has shrunk. However, significant disparity in how these both are paid still remains. The uncontrolled gender pay gap - the divergence between the median salary of all men and women in the workforce - has decreased by \$0.05 since 2015. However, to this date, females still earn only \$0.79 for every dollar men make [18]. What often gets lost in translation is the appropriate interpretation of this socioeconomic indicator: women are less likely to hold high-level and high-paying jobs than men, product of structural barriers that keep them from progressing in the workplace. This is what we call the 'opportunity gap'.

The following chart shows available estimates from the Organization for Economic Cooperation and Development (OECD) on how the gender pay gap has changed over time reflecting median earnings (the data captures differences between men and women in the middle of the earnings distribution). The gap is large in most OECD countries, but it has been going down in the last couple of decades. The United Kingdom, for example, has shown remarkable reductions on their gap, going from almost 50% in 1970 to about 17% in 2016 [19].

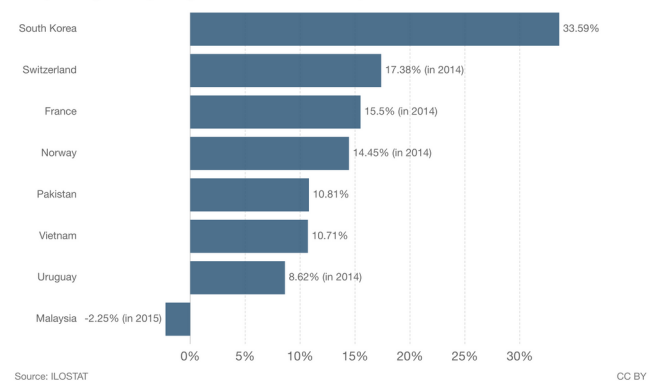


All information shown accounts for the gender pay gap taken only with respect to men and women who are employed. If we estimate the unadjusted pay gap assigning a zero-equivalent income to people who are not employed, we get a much larger diversity on the results. This happens due to the fact that employment-to-population ratios tend to be much higher for men than for women.

The following chart shows the indicator under this alternative approach, in which the gender wage gap is expressed as a percentage (average earnings of women as share of average earnings of men) [20].

Unadjusted gender gap in average hourly wages (%), 2016

Gender wage gap, unadjusted for worker characteristics. It is calculated as the difference between average earnings of men and average earnings of women expressed as a percentage of average earnings of men. The data corresponds to gross hourly earnings and includes both full-time and part-time workers.



What does the gender pay gap look like once all compensable factors - experience, industry and job level - are accounted for? It's still not zero. In fact, when men and women with the same employment characteristics doing similar jobs are analyzed, data shows that women earn \$0.98 for every dollar earned by an equivalent man [21]. In other words, when developing the exact same job with the exact same qualifications, females are still paid two percent less. Throughout the years, unfortunately, the controlled wage gap has only shrunk by a minuscule amount of \$0.008.

"The corporate career pipeline for women remains stubbornly leaky with women disappearing from the career and leadership trajectory at every stage of their professional lives," wrote the authors of a 2018 report from Bentley University's Center for Women and Business (CWB). Often, "these problems reflect an outmoded culture—workplaces that require a 24/7 mentality, offer inadequate flex options" said Trish Foster, CWB senior director [22]. The report, compiling data from recent studies points to two main barriers: an unconscious bias against mothers and a lack of adequate access to career-building relationships.

Occupational segregation also contributes to the gender wage gap. Data from the United States Bureau



of Labor Statistics show how women tend to be overrepresented in occupations such as Healthcare, Personal Care & Service, Education, Office & Administrative Support and Community & Social Services - typically lower-paying occupations [23]. Meanwhile, men are overrepresented in higher paying occupations like Engineering and Computer Science. This just reflects how employers often make assumptions about what kinds of work different genders are best suited for, funneling women into lower-paid and lower-levelled positions.

Most of the inequality analysis focuses on income (total wage earned from a job or from capital gain) rather than wealth (the total amount of one's assets minus debts). Income inequality, while stark, pales in comparison to wealth inequality. This long standing division becomes even more dramatic when viewed through the gender lens. At the top end, there is no more striking sign of the rapid increase on global wealth concentration than the rise of the billionaire class [24]. Between 2010 and 2018, the number of individuals worth at least \$1 billion more than doubled, and remained overwhelmingly male. In 2018, Forbes reported only 256 women ranked among the world's 2,208 billionaires.

## RELEVANT INTERNATIONAL ACTION

### **United Nations Entity for Gender Equality and the Empowerment of Women (UNWOMEN)**

In 2010, the United Nations General Assembly created the UNWOMEN as the main UN entity dedicated to combat gender inequality and its main aspects, as well as to work towards the empowerment of women. One of its main roles is to support inter-governmental bodies such as the Commission on the Status of Women in their formulation of norms, global standards and policies. It also has the objective of helping Member States in the implementation of these standards, standing ready to provide suitable-tailor made technical and financial support to those nations that request it, therefore establishing effective partnerships with not only national governments themselves, but also with civil societies. Over decades, the UNWOMEN has made notable and remarkable progress in advancing on the ground of gender equality, including through landmark agreements such as the Beijing Declaration and Platform for Action (BDPA) and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).

### **Beijing Declaration and Platform for Action (BDPA)**

The BDPA was the outcome of discussions from 189 governments in the Fourth World Conference on Women, held in Beijing, China, in September, 1995. It serves as a visionary agenda for the empowerment of women, and still remains today as the most comprehensive global policy framework and road for action. Additionally, it is a current source of guidance and inspiration for the achievement of gender equality and the human rights of women and girls worldwide. The Platform for Action covers 12 critical sections, and for each, strategic objectives are identified and detailed actions to be taken are established.

### **Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)**

The CEDAW was adopted by the UN General Assembly in 1979, being mostly described as an international bill of rights for women. The Convention consists of 30 articles that explicitly define discrimination against women and set up an agenda for national action in order to put an end to such discrimination. In addition, it aims to target culture and tradition as influential forces in shaping gender roles, address the importance of having an equal payment for both women and men, and it is the first human rights treaty that solemnly affirms the reproductive rights of women. Currently, 189 countries are parties to it, and even though the United States and Palau are both signatories to it, they have not ratified it. The Holy See, Iran, Somalia, Sudan and Tonga are not signatories to CEDAW.

### **United Nations System-Wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP)**

In early 2012, the UN agreed on the landmark of the UN-SWAP in order to implement gender equality policies on its highest executive body: the United Nations Chief Executives Board chaired by the Secretary-General. For the first time in global history, the plan assigns common performance standards for the gender-related work of all UN entities, therefore ensuring a better coherence and improved accountability mechanisms.

### **Gender Equality Seal for Public and Private Organisations**

The Gender Equality Seal program was created by the United Nations Development Program (UNDP) as a tool to support public and private organisations in the persistent closing of gender gaps in the workplace. Through its existence, the UNDP provides governments will guidance and specific assessment

criteria to ensure successful implementation and certification. On the other hand, for participating organisations, it supports a more efficient and equal workplace for all while contributing to the achievement of the Sustainable Development Goals. The key areas of the program include: eliminating gender-based pay gaps, increasing women's roles in decision-making, enhancing work-life balance, increasing women's access to non-traditional jobs, using inclusive and non-sexist communication, and eradicating sexual harassment at work. Even though it was created to function only in Latin-America, due to its growing demand, it is now expanding globally and the UNDP is preparing to work with partners from every region, which is why it is expected for the committee to build upon this mandate and establish specific mechanisms to give the program a worldwide reach.

## CASE STUDIES

### Canada

A study of wages among Canadian people found that men make an average of USD 14,296 more than women annually. The research also discovered that, as individuals increase in the corporate ladder, they are less likely to be females. Yet, the reason why this trend is of such large magnitude in the ground of a developed country remains unknown. A social factor that has been identified is the lack of influence that women of color and immigrants present, tending both of them to be the more subjected to lower paying jobs from a statistical perspective.

### India

In 2013, the gender pay gap in India was estimated to be 24.81%. Besides, when the level of female participation in the national economy was analyzed, a report portrayed this country as one of the worst 10 countries on its list. Additionally to unequal payment, there is also an unequal representation because, although women conform almost half of the Indian population (about 48%), their representation in the workforce accounts for only one-fourth of the total.

### Japan

Jayoung Yoon, Japanese politician, has analysed the country's culture model, where the husband works outside of the house while the wife is the caretaker. Despite these traditional gender roles for women, the national government aims to enhance the economy by improving the labor policies for women with Abenomics, an economic revitalisation strategy which represents a desire to amend the previous effects on inequality labor opportunities by focusing on

specifically, since studies concluded that women's participation rates are not influenced by governmental policies, but by companies' necessities.

## QUESTIONS A RESOLUTION MUST ANSWER (QARMAs)

- Regarding gender equality and its relationship with the 2030 Agenda for sustainable development, how could different stakeholders be involved in the achievement of the women-empowerment-related goals?
- How could the participatory sphere of women be increased in higher paying occupations where they are currently underrepresented? How could local governments tackle occupational segregation, especially regarding high-demand jobs?
- How can alternative approaches regarding the topic be incorporated into existing UN initiatives in order to improve their effectiveness?
- What steps can be taken by governments (e.g. laws, incentives) to prompt gender income equality in public-private enterprises?
- Taking into consideration international burdens for the elimination of gender stereotypes, how can the international community advocate for their eradication? Is the prevalence of cultural beliefs a justification to gender income inequality?

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